

House File 2355

H-8235

1 Amend the amendment, H-8225, to House File 2355, as follows:

2 1. By striking page 1, line 1, through page 5, line 29, and
3 inserting:

4 <Amend House File 2355 as follows:

5 1. By striking everything after the enacting clause and
6 inserting:

7 <DIVISION I

8 ECONOMIC DEVELOPMENT LEGISLATIVE FINDINGS

9 Section 1. Section 96.2, Code 2022, is amended to read as
10 follows:

11 **96.2 Guide for interpretation.**

12 1. As a guide to the interpretation and application of
13 this chapter, the public policy of this state is declared to
14 be as follows: Economic insecurity due to unemployment is
15 a serious menace to the health, morals, and welfare of the
16 people of this state. Involuntary unemployment is therefore
17 a subject of general interest and concern which requires
18 appropriate action by the legislature to prevent its spread
19 and to lighten its burden which now so often falls with
20 crushing force upon the unemployed worker and the worker's
21 family. The achievement of social security requires protection
22 against this greatest hazard of our economic life. This can
23 be provided by encouraging employers to provide more stable
24 employment and by the systematic accumulation of funds during
25 periods of employment to provide benefits for periods of
26 unemployment, thus maintaining purchasing power and limiting
27 the serious social consequences of poor relief assistance.
28 The legislature, therefore, declares that in its considered
29 judgment the public good and the general welfare of the
30 citizens of this state require the enactment of this measure,
31 under the police powers of the state, for the compulsory
32 setting aside of unemployment reserves to be used for the
33 benefit of persons unemployed through no fault of their own.

34 2. It is the finding of the legislature that true economic
35 development can only be achieved when workers are given the

1 respect they deserve. Economic development must include all
2 residents of this state, including men and women, people of all
3 gender identities, minorities, and immigrants. The legislature
4 further finds that economic development should include but not
5 be limited to residents of this state being paid a living wage,
6 this state being a welcoming place for immigrants, child care
7 and housing being readily affordable and available, and public
8 workers having collective bargaining rights.

9 DIVISION II

10 EMPLOYER INTERVIEW PROHIBITIONS

11 Sec. 2. Section 216.6A, subsection 2, Code 2022, is amended
12 by adding the following new paragraph:

13 NEW PARAGRAPH. *0b.* It shall be an unfair or discriminatory
14 practice for any employer or agent of any employer to inquire
15 about a prospective employee's wage or salary history before an
16 offer of employment with compensation has been negotiated and
17 made to the prospective employee, unless a prospective employee
18 has voluntarily disclosed such information.

19 Sec. 3. Section 216.6A, Code 2022, is amended by adding the
20 following new subsection:

21 NEW SUBSECTION. 3A. In an action alleging wage
22 discrimination under this section, an employer shall not use an
23 employee's prior wage and salary history as a defense to such
24 action.>

25 2. Title page, by striking line 1 and inserting <An Act
26 relating to economic development matters, including legislative
27 findings and wage discrimination.>>

BENNETT of Linn